



December 2019: PAYstats Pay and Labour Market Statistics

PAYstats at a glance

Our round-up of key statistics, covering inflation, employment and average earnings.



Employment

32.8m



employed, up 1.0% on last year.

118,000



redundancies, up 42.8% on last year.

794,000



vacancies, down 6.9% on last year.

1.28m



unemployed, down 6.8% on last year.

3.2%



increase in whole economy average earnings, excluding bonuses, for the 12 months to October 2019, down 0.4% on last month.

2.4%



increase in whole economy average earnings, including bonuses for the 12 months to October 2019, down 1.4% on last month.

Notes: [^] Consumer Prices Index including owner occupiers' housing costs (CPIH) was re-designated as a National Statistic on 31 July 2017. ^{^^} RPI has lost its designation as a National Statistic but is still used for some indexing purposes. ONS has ceased publication of RPIJ as of March 2017.

Data source: Adapted from data from the Office for National Statistics licensed under the Open Government Licence v.1.0. Please note the specific definitions for the measures above vary.

PAYstats in detail

EMPLOYMENT (seasonally adjusted, change calculated for last 12 months)

Reference Period	Jobs *		Vacancies		Redundancies		Unemployment	
	Aug - Oct 2019		Sep - Nov 2019		Aug - Oct 2019		Jul - Sep 2019	
	000's	Change	000's	Change	000's	Change	000's	Change
All UK	32,801	1.0%	794	-6.9%	118	42.8%	1,281	-6.8%
Manufacturing	2,717	0.8%	49	-18.9%				
Electricity & gas supply	144	-6.2%	3	-3.1%				
Water, sewerage & waste	247	8.6%	4	-2.6%				
Construction	2,263	-2.5%	26	0.0%				
Wholesale, retail & motor repair	4,974	-0.5%	130	-6.2%				
Info & communications	1,520	4.0%	41	-17.6%				
Financial & insurance	1,128	0.4%	31	-17.3%				
Real estate	615	4.7%	11	-10.5%				
Prof. scientific & technical	3,242	4.8%	77	-2.5%				
Administrative & support	3,071	0.8%	53	-2.4%				
Public admin, defence, social security	1,522	1.8%	23	-1.7%				
Education	2,973	1.2%	50	0.4%				
Health & social work	4,486	3.1%	137	4.8%				
Other services	995	8.3%	18	-26.5%				

AVERAGE EARNINGS (seasonally adjusted)

October 2019	Excluding bonuses		Including bonuses	
	Change from 12 months ago	% point change since last month	Change from 12 months ago	% point change since last month
Whole economy	3.2%	-0.4%	2.4%	-1.4%
Private	3.2%	-0.4%	2.2%	-1.7%
Public	3.3%	-0.2%	3.2%	-0.2%
Services	3.2%	-0.4%	2.2%	-1.6%
Finance & business services	4.6%	-0.1%	3.4%	-1.7%
Public sector exc. Financial services	3.3%	-0.2%	3.3%	-0.2%
Manufacturing	2.7%	0.2%	2.6%	0.2%
Construction	5.1%	-0.3%	4.0%	-2.1%
Wholesale, retail, hotels & restaurants	1.3%	-2.2%	0.6%	-3.0%

Notes: * Sector breakdown as at September 2019.

Current Rates

NATIONAL MINIMUM WAGE (NMW)

For more information: www.gov.uk



Workers 21 years and over:	£7.70
Workers 18-20 years old:	£6.15
Workers 16-17 years old:	£4.35
Accommodation offset – maximum per day that can be offset against the NMW where employer provides accommodation.	£7.55
Apprentice minimum wage rate for:	£3.90
- apprentices under 19 years old	
- apprentices aged 19 and over, but in the first year of their apprenticeship	

NATIONAL LIVING WAGE

For more information: www.gov.uk



The compulsory National Living Wage (NLW) was introduced in April 2016. The NLW effectively increases the National Minimum Wage for workers aged 25 and over.	£8.21
---	-------

LIVING WAGE

For more information: www.livingwage.org.uk



The Living Wage is set independently and calculated according to the basic cost of living in the UK.	
- UK hourly rate:	£9.30
- London hourly rate:	£10.75

STATUTORY MATERNITY PAY

For more information: www.gov.uk



Statutory Maternity Pay is paid for up to 39 weeks:	
- the first 6 weeks: 90 per cent of average weekly earnings (AWE) before tax	
- the remaining 33 weeks: £148.68 or 90 per cent of AWE (if lower)	
Statutory Paternity Pay:	
- 1 or 2 weeks consecutive leave: £148.68 or 90 per cent of AWE (if lower)	
Statutory Adoption Pay is paid for up to 39 weeks:	
- the first 6 weeks: 90 per cent of AWE before tax	
- the remaining 33 weeks: £148.68 or 90 per cent of AWE (if lower)	

STATUTORY SICK PAY

For more information: www.livingwage.org.uk



Standard weekly rate	£94.25
Maximum period	28 weeks in any 3 years

STATUTORY REDUNDANCY PAY

For more information: www.gov.uk



Statutory redundancy pay rates are based on age and length of employment:	
- 1.5 weeks' pay for each year of employment after their 41st birthday	
- 1 week's pay for each year of employment after their 22nd birthday	
- 0.5 week's pay for each year of employment up to their 22nd birthday	
Length of service is capped at 20 years.	
Calculation of age and service is counted back from the date of dismissal.	
For redundancies made on or after 6 April 2019, the weekly pay is capped at £525 and the maximum statutory redundancy pay is £15,750. If redundancy was made before 6 April 2019, these amounts will be lower.	

WORKING TIME

For more information: www.gov.uk



Basic entitlement for workers aged 18 and over:	
- 5.6 weeks holiday a year	
- Work no more than 6 days out of every 7, or 12 days out of every 14	
- A 20 minute break if more than 6 hours worked continuously	
- Work a maximum 48-hour average week	
Workers aged 16 and 17 are entitled to:	
- Take at least 30 minutes break if more than 4.5 hours worked continuously	
- Work no more than 8 hours a day and 40 hours a week	
- Have 12 hours rest between working days and 2 days off every week	
- 5.6 weeks holiday a year	



Reviewing your reward approach


Is it time to review your existing approach to reward?

When was the last time you reviewed your reward strategy? Are you struggling to retain the people you need? Have the results of a recent employee survey pointed towards the need for a review? Or maybe it has been on your agenda for some time, but you simply haven't had the time or resources to look at it properly.

How can we help?

Whatever your driver, however great your need, we offer a one stop shop - our initial strategy review will help you make informed decisions, enabling suitable options to be identified for a fair and transparent approach to your reward strategy.

An effective reward strategy achieves:

-  **Happier, engaged staff**
Aligning your reward strategy to the needs of your employee.
-  **Fair and transparent policies**
Be seen as a fair and equitable employer.
-  **Improved attraction and retention rates**
Attract and retain the people you need.
-  **Strategy alignment**
Aligning your reward strategy with your overall business strategy.

To discover more and to discuss your requirements, please contact us today on **+44 (0)1733 391 377** or via **info@paydata.co.uk**.

Paydata Ltd

24 Commerce Road
Lynch Wood
Peterborough
Cambridgeshire
PE2 6LR



+44(0)1733 391 377



info@paydata.co.uk



www.paydata.co.uk

